

2008 Salary Survey

Overview

High levels of voluntary turnover by probation officers and direct care staff in Texas Community Supervision and Corrections Departments (CSCDs) have contributed to unstable caseload sizes, inexperienced staff, training issues, decreased quality of supervision, and lower staff morale. CSCD administrators believe that underlying reasons for the high turnover include low pay and poor benefits; however, no empirical study has been conducted on this topic in Texas.

- In March 2008, the Probation Advisory Committee (PAC) contracted with Angelo State University to conduct a Turnover Intention Study¹. This self-report survey, completed by individual Community Supervision Officers (CSOs) and other CSCD direct care staff, found that pay satisfaction is one of the strongest underlying causes of high turnover intention in Texas probation.
 - 41.3% of probation officers and direct care staff have serious thoughts about leaving in the near future or are actively looking for alternate employment.
 - 10.3% of respondents reported their pay level as good.
 - Officers with less seniority were more likely to express higher levels of turnover intention than officers with more seniority.
- The PAC also decided to simultaneously pursue a Salary Survey to provide specific salary data for community supervision officers and direct care staff. This survey utilized departmental personnel records for demographic, salary, education, and job duty data for all CSOs and other CSCD direct care staff employed by a CSCD on December 31, 2007. CJAD was asked to facilitate the Salary Survey and analyze the data.

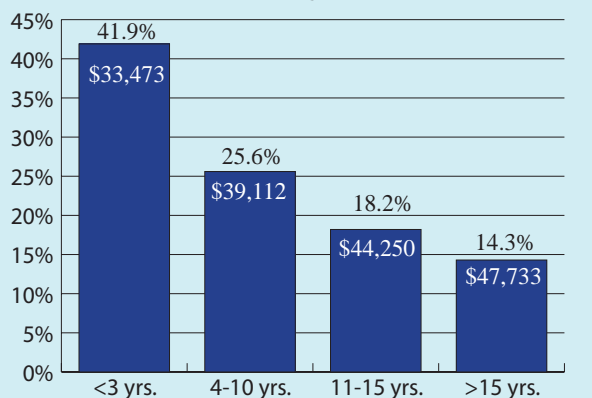
Methodology

CSCD directors submitted data maintained by the CSCD on community supervision officers, court officers, pretrial services officers, counselors, program staff, and direct care staff who provide supervision or direct services to offenders. A total of 105 CSCDs (86% of all CSCDs) completed and returned the Salary Survey. In all, salary data was collected on 3,074 probation officers, 244 counselors and program staff, and 392 residential staff.

- For purposes of this study, "Probation Officer" includes community supervision officers, pretrial services officers, and court liaison officers who supervise offenders as part of their regular job duties. CSCD administrators were excluded from this category.

Outcomes

Years in Current Job Classification and Average Salary
(Probation Officers, excluding CSCD Administrators)



Years in Current Job Classification indicate the number of years a probation officer has been employed in their current position or a position with similar job duties and functions. For example, a probation officer who has 2 years experience as a regular CSO and 3 years experience as a CSO supervising a specialized caseload would be counted as having 5 years in the current job classification.

Probation Officers with 3 Years or Less Experience
(Excluding CSCD Administrators)

	% of All Probation Officers	Average Salary
3 years or less	41.9%	\$33,473
1 year or less	23.6%	\$32,703
2 years	10.1%	\$33,689
3 years	8.2%	\$35,428

¹Lee, W. (2008). 2008 Texas Adult Probation Turnover Study: Line Community Supervision Officers and Direct-Care Staff.

Outcomes (continued)

Community Supervision Officers

- 41.9% of probation officers have been in their current job classification 3 years or less. Probation officers with 3 years or less experience earn an average salary of \$33,473.
- This represents an increase from a 2002 survey conducted by CJAD which found approximately 33% of CSOs had been in their current position for 3 years or less.
- 23.6% of full-time probation officers have been in their current job classification one year or less. The average salary for a beginning probation officer (employed one year or less) is \$32,703.

Direct Care and Program Staff

- 52.9% of counselors and program staff earn \$35,000 or less per year.
- 44.3% of counselors and program staff have been in their current job classification 3 years or less. Counselors and program staff with 3 years or less experience earn an average salary of \$33,190.

Residential Staff

- 66.8% of residential staff earn \$30,000 or less per year.
 - 33.2% of residential staff earn \$25,000 or less per year.
- 52.0% of residential staff have been in their current job classification 3 year or less. Residential staff with 3 years or less experience earn an average salary of \$25,623.

Significant Findings

There is a growing shortage of experienced probation officers and direct care staff in CSCDs.



1 out of 4 current probation officers has one year or less of job related experience and earns an average salary of \$32,703.



In 2002, 3 out of 10 probation officers had three years or less of job related experience.



In 2008, 4 out of 10 current probation officers have three years or less of job related experience.



1 out of 2 residential staff has three years or less of job related experience and earns an average salary of \$25,623.